

Teamster Election to Determine Our Union's Course

Now It's Up to the Members!

Who will lead our union in the upcoming UPS and freight contracts?

Who will develop an organizing program to stop our union's downhill slide?

Who will fight corruption, stand up to employers, and give rank and file Teamsters a larger voice inside our union?

The answer is up to the members. Teamsters have that choice thanks to the many fine delegates who voted to nominate the Tom Leedham Rank & File Power Slate at the Teamster Convention in Las Vegas. Two slates of candidates will be on the ballots mailed on Oct. 9 and counted on Nov. 14.

The Rank & File Power Slate, pictured at right, represents the breadth and diversity of our union. Members of the slate have served as International officers, IBT division directors, led major strikes and organizing drives and lead a number of local unions. The slate also includes rank and file leaders who know the challenges working Teamsters face every day.

The Hoffa Slate includes 26 officials who take multiple salaries, out of 27. All but one are men. They are long out of touch with working Teamsters.

Teamsters fought long and hard for the Right to Vote, to choose the direction of our union. This is the time to use it. Study the issues. Talk to your fellow workers. And if you want to see a change in our union, get involved in TDU and in the Rank & File Power campaign. Join us in making Teamster history.



"I am proud to be participating in an election that gives Teamster members the final say in choosing the top leadership of our organization."

Tom Leedham acceptance speech, June 29, 2001, Las Vegas

Why Is Hoffa Afraid to Debate the Issues?

The man who says he will go toe to toe with UPS in bargaining next year is afraid to debate his opponent in the Teamster election.

In June the impartial Election Administrator notified both Leedham and Hoffa that he will schedule debates between the candidates. The August *Teamster* magazine will contain the official debate announcement. Tom Leedham accepted immediately. Hoffa has re-

fused, and instead may just leave an empty chair at the debates.

Debates allow members to learn more about the candidates and to discuss the issues. Debates build voter participation among Teamsters. What is Hoffa afraid of?

Hoffa showed the same fear of debate at the IBT Convention in Las Vegas. Hoffa's floor whips directed delegates to walk out

during Tom Leedham's acceptance speech, so they would not even hear what Leedham had to say. A few refused, with Hoffa's whips taking their pictures to intimidate them. Some of those who followed orders did so sheepishly, aware that the maneuver was cowardly.

Can Hoffa stand on his record, or is he afraid his record cannot stand up to debate? How about it, brother Hoffa?

WANTED: A Real Action Plan for Teamster Power

The Teamster Convention was a missed opportunity for our union to take serious action to tackle the challenges we face. Instead, the convention was dominated by symbolic resolutions, canned speeches, and broken promises.

What's needed is a real action agenda to build Teamster power.

Fighting for Strong Contracts:

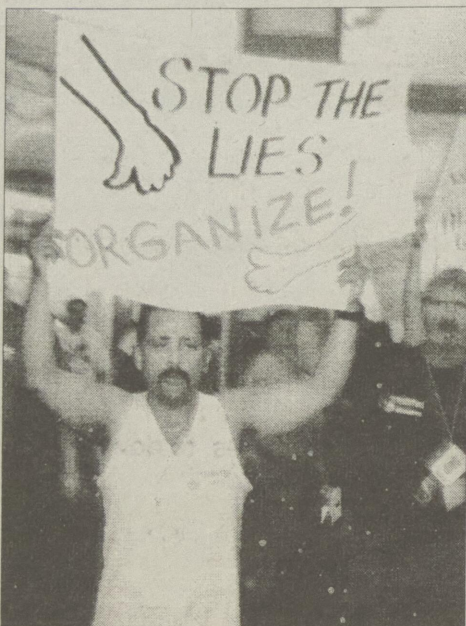
Tom Leedham argued that to win good contracts we need coordinated campaigns that unify and mobilize Teamster members and a strong strike fund. He called on the International to immediately launch contract campaigns to prepare for the UPS and freight negotiations. Leedham also announced that when elected he will initiate a national program to eliminate substandard local contracts and two-tier agreements.

In contrast, Hoffa and his supporters argued that the unity of Teamster officials was the key to winning good contracts. (See story on page 3). Hoffa Unity Slate member Randy Cammack denounced the UPS strike as a disaster and said that strike benefits didn't help to win good contracts.

Apparently Hoffa agrees. Why else would he break his major campaign promise to increase strike benefits and take zero action at the convention to launch contract campaigns in UPS or freight — let alone to help members covered by local contracts increase their bargaining leverage?

Organizing the Organized:

Our union has shrunk by 11,000 members in the last two years. Our union is not conducting a single national organizing drive in any of our major jurisdictions. The Teamster Convention took a positive step by adopting a resolution to train Teamster members as volunteer organizers. But Hoffa fell far short of introducing a comprehensive plan to reverse our union's organizing woes.



Leedham and Rank & File Power delegates called for specific proposals with measurable goals, including training 1,000 member organizers every year for the next five years and strategic, nationally coordinated campaigns to increase members' bargaining power by organizing the nonunion competition.

Leedham's plan has management's attention. The industry publication *Traffic World* reported that, "Shippers and non-union freight carriers should care about a possible Leedham insurgency within the Teamsters. [Leedham] would be much more aggressive in organizing nonunion trucking companies, thereby conceivably driving up the cost of freight by forcing carriers to pay higher wages and benefits." (July 9, 2001)

Reforming Our Union's Financial Priorities:

If our union's priorities are strong contracts and organizing, our budget must reflect this. But funding for organizing has shrunk by two-thirds under Hoffa, while spending on multiple salaries is up by 470 percent.

Under Hoffa, 141 officials on the International payroll receive two or three union salaries, totaling \$4.3 million in multiple salaries, the most in Teamster history.

Tom Leedham and Rank & File Power delegates proposed a ban on all multiple salaries and a cap on officials' salaries of \$150,000 to free up millions for a strike fund and new organizing.

Hoffa ordered his delegates to vote down each of these financial reforms.

Beating Apathy and Involving the Members:

When members are involved, like in the UPS strike, our union is more powerful. We have to open up our union to broad member participation, not fall for the myth that tough talk from union officials is a substitute for mobilized members.

Tom Leedham and reform delegates proposed a Rank & File Bill of Rights that would guarantee members the right to participate in bargaining, elect stewards, and attend union functions.

Hoffa refused to allow any discussion of the Bill of Rights. He ordered his delegates to immediately shut off debate and vote down the proposal.

H&W and Pension Fund Accountability:

Teamster members rely on union funds to provide their families with affordable medical coverage and a secure retirement. But many Teamster funds are in crisis. Health and welfare funds across

the country are raising premiums, increasing members' out-of-pocket expenses, and reducing coverage.

Leedham Rank & File Power delegates proposed to make trustees accountable to the members who are affected by their decisions.

Hoffa offered no proposals and would not even let the reform resolutions be presented.

Corruption:

Hoffa has spent millions of the members' dues dollars on his "ethics" program RISE — without a thing to show for it. Top Hoffa associates like Billy Hogan and Dane Passo continue to

be charged by the IRB in corruption scandals that rip off Teamster members.

Tom Leedham introduced a two-point program for eliminating Teamster corruption. First, Leedham would take politics out of the issue by creating an anti-corruption panel that is neutral and independent — not a political arm appointed by the General Executive Board.

Second, Leedham would put more power in the hands of Teamster members



so that we can police our union ourselves. Leedham supported proposals to guarantee members access to information, protect our right to participate fully in our union, make pension and health and welfare trustees accountable to us, and create an independent hearing panel to assist members who uncover wrongdoing.

These rights were included in the Rank & File Bill of Rights that Hoffa voted down without discussion or debate.

It's not being held in Las Vegas ...

There won't be any slot machines or gaming tables ...

But if you want to see
Democracy and Rank & File Power in action,
plan now to attend the

TDU Convention

Sept. 21-23
Pittsburgh

Attend educational workshops, meet reform Teamster leaders, and see democracy in action!

Call the TDU office at 313-842-2600 for more information or to register, or see the next issue of *Convoy Dispatch*.

What Kind of Unity Makes Our Union Strong?

Over and over at the Las Vegas Convention the Hoffa leaders announced our union is doing great because of our great unity behind James Hoffa.

Repeatedly they took the floor to demand that Tom Leedham and all 21 opposition candidates drop out, so Teamsters would not have an election. Local 710 president Frank Wsol (\$305,286 in salaries for 1999) said he prayed for it. They claimed that if all opposition candidates dropped out, it would save the union \$20 million. (Actually, the projected cost of the election from July 1 through the end is about \$5 million, which is approximately what Hoffa pays in multiple salaries every single year!)

Randy Cammack, running for Vice President from the West on Hoffa's slate, stated at a press conference that the 1997 UPS strike was a "disaster" because Teamster officials were not "united" at that time. This contract, he said, would be easy because now many officials are behind Hoffa, so UPS will back down.

Where have we heard it before?

This is exactly what the old guard argued when Jackie Presser was elected by 99 percent of the delegates in Las Vegas in 1986. These same officials — Chuck Mack, Tom Keegel, Jim Santangelo, Tyson Johnson, John Murphy, Fred Gegare and the rest of them — "unified" behind the racketeer and carried him in on a chair. They denounced all who disagreed, and actually conducted the "funeral" of TDU, with Presser presiding.

That kind of unity didn't make us strong then, and

it doesn't now. That's why Hoffa has signed concessionary contracts, and why our union is shrinking in size and power under Hoffa.

What Is Real Unity?

The 1997 UPS strike says it all. The Hoffa forces consider it a disaster because they didn't support it. But the rest of the Teamsters Union, and the labor movement as a whole, consider it the greatest labor victory of the decade.

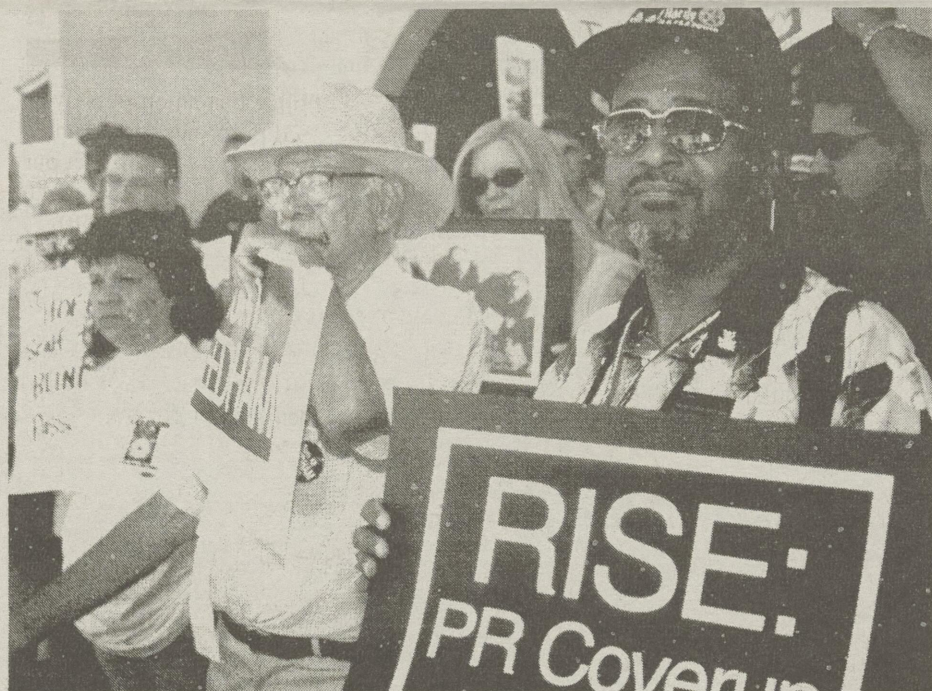
It showed Teamster unity at its best: full-timer and part-timer; UPS workers and all other Teamsters; rank and file Teamsters speaking for their union. Teamsters reached out to UPS customers and the public, and polls showed 75 percent public support for our strike and our cause.

That's rank and file power. That's the unity we need — the unity that brings members together to take on corporate greed, not chant the name of our union president and pretend that makes us strong. With the election coming up, Hoffa will no doubt talk tough about UPS. But what in his record suggests he will back up the tough talk with the kind of rank and file power that won in 1997?

We need unity that backs up working Teamsters with action, not empty promises.



A STUDY IN CONTRASTS. Hoffa delegates were told how to vote by floor leaders who gave them the thumbs up or thumbs down on every issue. Rank & File Power delegates met each evening to discuss the issues expected to come to the convention floor the next day, while Hoffa delegates attended parties or gambled in the casino.



Teamsters Demand Action Against Corruption

Las Vegas Teamsters joined reform delegates to the IBT Convention to rally at Local 631 on the eve of the convention. Elected officers of Local 631 Mike Simpson and Tim Murphy, Tom Leedham and other reform leaders spoke out against the sweetheart deals forced on the local by top aides of James Hoffa, and to demand that the local be returned to the members.

A Hoffa-appointed trustee of the local and two top Hoffa aides have been charged by the Independent Review Board for a corrupt scheme to sell out 1,400 trade-show Teamsters to benefit

the family of Billy Hogan.

Exhibits in the case indicate that the initial charges only scratch the surface of corruption in Hoffa's administration.

Hoffa's deposition reveals that he claims to know little of the operation of the union. He was confused about why he had put Local 631 into trusteeship. He claimed, under oath, that he did not know if he paid his many International reps a flat \$50 a day for meals, or if they get reimbursed for unlimited amounts.

If you would like a copy of Hoffa's deposition, contact TDU. \$15 for copying and shipping.

Get Involved to Make History

Can Rank & File Power win the election? Yes, if members pitch in and spread the message of reform throughout our union.

- ▶ Call the Leedham campaign at 718-875-4531 to order literature and materials and find out how you can help.
- ▶ The campaign needs funds! Can you make a donation or help organize a fundraiser in your area? Call the campaign.
- ▶ Distribute *Convoy Dispatch*. Call TDU at 313-842-2600 to order a bundle and help get the news out.

Get the Facts Online

- ▶ Check out the Rank & File Power campaign website at www.leedham.org for campaign news and updates, to download flyers or to order materials.
- ▶ Also check out www.tdu.org for more information on TDU and, coming soon, the newly amended IBT Constitution.

Expense Accounts, Initiation Fees Raised, But ...

Hoffa Kills Plan for Strike Fund

Las Vegas, June 25-29. The Hoffa-controlled delegates had a clear majority. They had a clear mandate from none other than Hoffa himself to, "Quadruple strike benefits, with no dues increase." That was his promise when he ran for office.

What Hoffa's Delegates Did in Las Vegas:

- Raised daily expense accounts for Hoffa's appointees for meals by 50 percent to \$75 per day, and added an unlimited cost-of-living adjustment to it. (Article V, Section 1(e) of IBT Constitution)
- Raised their car allowances, even for those who don't need to use a car, by 38 percent to \$550 per month, and added an unlimited cost-of-living as well. (Article V, Section 1(e))
- Raised money coming into the Marble Palace by approximately \$4.7 million per year, by taking an increase in the

Hoffa says the union doesn't have the money to increase strike benefits from \$55 a week.

But the International can afford to pay Hoffa's representatives \$75 a day for meal expenses — more than striking Teamsters receive to feed their families for a week.

International's share of initiation fees. (Article X, Section 3)

Proposals That Hoffa Refused to Adopt:

- To limit International salaries to \$150,000 and cut the 141 multiple salaries paid to Hoffa's appointees and running mates, saving some \$4.4 million per year for strike benefits.
- To earmark the \$4.7 million per year in increased initiation fees for strike benefits.
- To take immediate action on strike benefits, rather than appoint a committee that will issue a report next year.

Delegate Dennis McCarthy of Local 2000 summed it up: "Mr. Hoffa, in 1996, you promised a strike fund, not a committee. The UPS contract is up next year. The freight contract is up the year after. Mr. Hoffa, you have the majority of delegates at this convention that would pass your proposed plan, yet you have not offered a plan to live up to your pledge to Teamster members ... if you do not submit a strong proposal to establish such a fund, we will."

And indeed, delegates did put forward proposals that would have put several million dollars a year into a strike fund.

Hoffa directed his delegates with the big "thumbs down" sign. And perks for officers went up, but not one penny more for strike benefits.



"We came to the convention with open minds. We ran as reformers but were uncommitted to any candidate or slate of candidates.

"By Wednesday we realized that the 'unity' the Hoffa slate was professing wasn't real.

"They had the opportunity to amend the constitution to have elected stewards, and they voted it down. They had the opportunity to cut and cap officers' salaries as they had promised in 1996, but they voted that down as well.

"While saying they embraced democracy they did everything possible to un-

dermine democracy, including trying to avoid an election by calling for the other side to withdraw.

"Instead of taking positive measures to restore a strike fund before negotiations begin with UPS, they did nothing except to use the strike fund to discourage opposition.

"We left the convention committed to the Tom Leedham Rank & File Power slate. We urge all Teamsters to do the same."

**Andy Culp, Kris Dodson
and John Conley**

Delegates from Sacramento Local 150

Take Your Teamster Magazine To Work

The next Teamster Magazine features the new campaign pages for the Tom Leedham Rank & File Power Slate.

Take it to work and talk it up.

Don't let your co-workers miss it!



Build Real Teamster Power

"Reform delegates went to this Teamsters Convention to fight for changes members want in our union. We fought to ensure fair and impartial elections, to end multiple salaries, restore our strike pay, and direct funds to organizing. But, Hoffa's delegates did not vote to support a single one of these issues.

"This convention showed what democracy and unity under Hoffa really look like —turning off microphones as reform delegates spoke, coercing delegates on how to vote, and setting up useless committees instead of taking real actions now on issues that are important to members.

"After going through this experience, I'm more determined, and I'm joining TDU to continue this fight for a real voice and real power in our union."

**Charles Alexander, Seattle Local 763
Rank and file convention delegate**

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

___ \$35 one-year membership & subscription to *Convoy Dispatch*.

___ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

___ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

___ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations *only* from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.